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TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Dec. 1990/Jan. 1991 #101

Delegates Can Help Realign IBT Resources to Organizing, Education, Support

Do You Know Where Your Dues Go?

The unprecedented delegate elections in all local unions within the coming weeks give us a chance to reorder the priorities of our International union. And we can start with the spending priorities of the \$90 million per year IBT budget.

The priorities of any organization can be determined by its budget. If our union is spending vast sums on a certain item, then that must be the priority of the leadership. If our union spends very little on another activity, then the leadership is saying that is a low priority. With that in mind, consider the IBT's annual budget. The \$90 million comes almost entirely from the portion of your dues that goes to the International, combined with interest on that money.

Salaries

Some \$21.54 million goes to salaries. By itself, this large sum is not surprising. But a closer look shows

where it goes. Some 57 International reps cost us \$4.3 million annually. And 38 of those reps already have other full-time Teamster salaries, some as many as four. Of the remaining 19, many are relatives or cronies of top officials.

A glance at our 12 "auditors" illustrates the problem. Of the 12, not one is a certified public accountant, but four are sons of top IBT officials. They get a total of \$1 million per year.

The top salaries are bloated to the point that almost all the IBT officers are making \$200,000 or more per year, with a few over \$500,000. By lowering the top salaries to a reasonable figure, eliminating all the waste and nepotism, and using professional people instead of cronies, some \$5.8 million per year can be easily saved—and put to use building our union.

Multiple Pension Plans

An even larger savings can be

derived from the luxurious multiple pension plans. Over the years top officials have layered more and more pension plans. These perks are now the largest item in our union budget!

The Affiliates Plan costs \$12 million per year. Its benefits were generously increased in 1989. The Teamster Retirement and Family Protection Plan has an incredible \$90 million in assets of our money tied up

in it. The so-called Equity Plan, a relatively new scam that adds on top of the other plans for the very highest paid International officials, cost us more than \$1 million last year. By phasing out these plans in a legal fashion and respecting the ERISA rights of current participants and the legitimate pension concerns of staff, we can save more and more money each year until

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Diana Kilmury
Local 155, Vancouver, B.C.
Candidate for International
Vice President At Large

The criteria for being a good delegate to the IBT Convention is knowing the difference between right and wrong. The current leadership does not seem to possess that. They lack dedication and any kind of philosophical commitment to trade unionism. But there's one important thing we must remember. If we don't put those delegates on the floor of the convention, we could lose all of the reforms that we've worked so hard to get. They are perilously on the brink. The current leadership has thrown a challenge to us. I've got to tell you people, we better prove them wrong. It's up to each and every one of us.

4 Leaders Join Carey Team

Reform Slate Takes on Strength

Ron Carey announced on Nov. 1 that four additional candidates are now part of the Carey leadership team, running for positions on the General Executive Board. Carey, the independent reform candidate for General President, also announced that more candidates will be added to the united reform slate in the coming months prior to the June nominations at the IBT Convention.

The four Teamster leaders announced on the Carey slate are Diana Kilmury, Local 155, Vancouver, B.C.; Doug Mims, Local 728, Atlanta; Mario Perrucci, Local 177, Hillside, N.J.; and Tom Sever, Local 30, Jeanette, Pa. (See page 6 for biographies.)

"Each of these candidates has an outstanding reputation for integrity and honesty, both within and outside of the Teamsters,"

continued on page 6

JOIN TDU

Former IBT President Dave Beck once said, "Unions are big business. Why should truck drivers and bottle washers be allowed to make big decisions affecting union policy?" Nothing has changed in 40 years. The budgetary priorities of the IBT leadership reveal why they are so desperate now that we can affect policy with our Right to Vote. Our movement can change these priorities so the power of our union will serve the interests of the rank and file. Join TDU today!

TDU MEMBERSHIP APPLICATION

Name _____ Local Union # _____
(please print)

Address _____

City _____ State or Province _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____

Optional: Spouse's name _____

____ \$30 membership fee for one year's membership & subscription to CONVOY DISPATCH.

____ \$75 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

____ \$15 for spouses; retirees; & Teamsters who gross less than \$12,000 a year.

☐ Check or money order ☐ Cash

☐ Mastercard/Visa: # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)

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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form at left.

UNION SOLIDARITY

'Dirty Business'

Jolly Green Giant Jilts Workers

"So that New York bankers will get paid in full on some bad loans they made, so that frozen food executives will make super profits rather than ordinary ones, and so that the Grand Met board of directors can win their financial gamble and make the payments on their higher interest loans, impoverished Mexican mothers no longer can afford to buy enough tortillas for their hungry children, and unemployed Watsonville frozen food workers don't know how they are going to pay their rent."

The words of Teamster Local 912 members sum up the effects of multinational Grand Metropolitan's decision to move almost 400 of 520 unionized food-processing jobs at its Green Giant plant in Watsonville, Calif., to Irapuato, Mexico, in January. A new video, "Dirty Business," explores the human and environmental tragedy of such runaway industries in the global economy.

In Mexico, where \$4-a-day wages and weak environmental-protection and child-labor laws assure the greatest possible profits, broccoli and cauliflower for Americans will be grown on soil that used to bear corn and beans for Mexicans. In California, union workers will move from the production line to the unemployment line—their reward for years of service.

But the Watsonville workers are fighting back with a corporate campaign and demands to restore their jobs. In October, a press conference in Watsonville kicked off a week of international protests and picketing at Grand Met-owned businesses in Santa Cruz, San Francisco, Los Angeles, Detroit, Washington, D.C., New York, Miami, Irapuato, Tokyo, and in Oxford and London, England, where Grand Met is headquartered.

Grand Met is the parent corporation of Burger King, Haagen-Dazs, Smirnoff, J&B Scotch, ALPO, Ski yogurt, Pearl opticals, and many other companies. It directly owns 15% of all Burger King franchises.

For more information on solidarity



protests between now and Christmas, call (408) 728-8824 (English), or 722-9803 (Spanish). "Dirty Business," a 15-minute video on half-inch VHS may be ordered by sending a check or

money order for \$30 (Please add \$5 for shipping and handling; California orders add sales tax) to Migrant Media Productions, P.O. Box 2048, Freedom, Calif. 95019.



TDU INTERNATIONAL STEERING COMMITTEE ELECTED AT RANK & FILE CONVENTION. Front row, left to right: Bilal Chaka, Local 692; J.C. Thomas, Local 667; Ken Paff, TDU national organizer; Dan Campbell, Local 486; Diana Kilmury, Local 155; Pete Camarata, Local 299; Michael Savvoir, Local 41; Jackie Jenkins, Local 891; Mike Ruscigno, Local 138. Back row, left to right: Anthony Smith, Local 639; Rick Smith, Local 728; Connie McArthur, Local 174; Sarah Bequette, Local 600 spouse; George Beam, Local 651; Lucila Conde, Local 481; John Braxton, Local 623; Bill Stromatt, Local 728. Not pictured: Gillian Furst, Local 1145; Dave Kapitula, Local 401; Rudy Hernandez, Local 853.

TDU International Steering Committee

Co-Chairs:

Pete Camarata, Detroit Local 299
Dan Campbell, Saginaw, Mich., Local 486
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savvoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

George Beam, Lexington, Ky., Local 651
Sarah Bequette, St. Louis Local 600 spouse
Connie McArthur, Seattle Local 174

Members:

John Braxton, Philadelphia Local 623
Lucila Conde, San Diego Local 481
Gillian Furst, Minneapolis Local 1145
Jackie Jenkins, Memphis, Tenn., Local 891
Dave Kapitula, Wilkes-Barre, Pa., Local 401
Michael Ruscigno, New York Local 138
Rick Smith, Atlanta Local 728
Bill Stromatt, Atlanta Local 728
J.C. Thomas, Memphis Local 667

Alternates:

J. Anthony Smith, Washington, D.C., Local 639
Bilal Chaka, Long Beach, Calif., Local 692
Rudy Hernandez, Oakland, Calif., Local 853

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 700, Washington, D.C., 20036. (202) 785-3707.

N.Y./N.J. Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, N.Y., 11217. (718) 852-9230.

Western Organizer: Doug Allan, P.O. Box 7445, La Verne, Calif., 91750. (714) 593-9791.

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1990 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

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PAY ATTENTION TO YOUR PENSION

Western Conference Pension Trustees Gloss Over Facts:

Pension Trust's Investments Slide

Western Conference Teamsters recently received their pension fund's Summary Annual Report. The report gives a pleasing pictorial history of the 35 years of the fund's existence, but obscures the answer to "how did our fund do in 1989?"

In fact, the fund did not do so well. Assets in 1989 grew from \$8.34 billion to \$9.64 billion, a \$1.3 billion increase. But investment income on that initial \$8.34 billion was only \$666 million—a return of only about 8%.

The Central States Pension Fund, with comparable assets, had a return of more than 19% in 1989. Why the difference? Since 1985, the two funds have made nearly the same rate of return, except for 1987.

The difference in investment return

for 1989 means a lot of money lost. If the Western Conference fund investments had done as well as Central States, the WCT fund would be \$917 million richer. If the trustees decided to distribute the extra \$917 million in a 13th check to current retirees (OK, we know that would be unlikely), each retiree and surviving spouse could have received an extra \$6,570 for 1989.

The Western Conference fund has an unusual arrangement for a large multi-employer pension plan: more than 86% of the fund's assets are managed by a single investment manager, Prudential Insurance Company of America.

The legal document that governs the Western Conference trustees' actions contains a "Plan Benefit

Amendments Policy," which calls for adjusting benefits based on the financial experience of the plan. If the fund does well financially—exceeding targets—then benefits can be raised. If it misses targets for two years in a row, future benefits must be reduced under this policy. Since income from employer contributions is spent on paying benefits, the plan's financial gains or losses depend on investment income. In other words, the amount of your future benefits depends directly on how investments are doing now. And in 1989, those investments were mediocre at best.

Western Conference members have launched a project for better pensions. More than \$4,000 has been raised so far to support the project, which includes an independent actuarial study of the plan. For more information, contact the TDU Western Organizer (see page 2), or the TDU national office.

The political climate, and rank and file organizing for better pensions, means many pension funds will likely raise benefits with the new freight contract. But to protect those gains and make sure our pension funds respond to the concerns of the rank and file, a new leadership is needed.

The "Plan Benefits Amendments Policy" is just one example of how our union trustees, with three or four pensions of their own, take the easy road rather than press employers for better benefits. With enough rank and file power, the 1991 IBT Convention can change the trustees, and make sure the new ones work for better pensions for all Teamsters.

At Age 55,
25 Years Service: \$1,800

Local 804 Pension Fund Raises Benefits

The New York Local 804 Pension Fund, with Ron Carey as union trustee, has raised benefits again. The fund now provides \$1,800 a month for 30-and-out at any age, and \$1,460 for 25-and-out at any age.

Normal retirement age in the fund is 55 years. At 55 years, a Local 804 Teamster with 25 years of service gets \$1,800 a month for life. With 20 years of service at age 55, the pension is \$1,440. A Local 804 member with just 14 years of service at age 55 gets \$1,008 per month.

These benefits are far superior to those provided by the Central States, Western Conference or New England pension funds. All of these plans are controlled by members of the IBT General Executive Board, all of whom benefit from three, four, or more pensions.

Ron Carey, the independent reform candidate for IBT General President, told a Western Pennsylvania rally last spring, "When our pension fund's investments did better than predicted, all that extra money went directly into benefit increases." Carey has pledged that if he is elected, he will work to bring the kind of innovative pension programs in Local 804 to Teamsters across the continent.

Freight Teamsters Demand Better Pensions With '91 NMFA

As freight Teamsters begin to organize for a better master contract, one issue stands out: better pensions. Tired of union officials who draw three or four big pensions and then tell us "you're lucky to get what we give you," freight Teamsters ranked major pension increases number one in our TDU survey.

Freight Teamsters are organizing for pension action in the regions of the Central States Pension Fund, and it's going to make a difference.

A petition on pensions in the Central and Southern Conferences has gathered thousands of signatures in a few short weeks. The signers vow to vote No on any freight contract that does not come with written assurances of adequate pension increases. In particular, freight Teamsters in the Central States fund need 25- and 30-and-out benefits at \$1,800 and \$2,500, respectively; no charges for health and welfare; 100% surviving spouse benefits; and the 20-year age 60 benefit raised to \$1,500.

Central States Pension

Central States freight Teamsters are used to seeing a promise of pension increases come with their contract ballot as a way of getting yes votes. Freight director R.V. Durham, campaigning for General President, will feel the need to do the same this time.

The union Central States trustees already know that the pressure for better pensions will be great, and have a plan to try to pacify us. They're promising members there will be increases with the NMFA, even though all 35 cents in benefit contributions from UPS this year went into health and welfare, and they don't know what they'll get out of freight. They can plan on increases because the fund already has enough money to double the current 30-and-out benefit, from \$1,000 to \$2,000 per month, even before get-

ting negotiated contribution increases. Central States trustees could have raised benefits long ago, but are cynically waiting until the contract to announce them.

One union trustee, Robert Sansone, was cited in the November *International Teamster* as having told the Missouri-Kansas Conference that "the fund needs to be cautious about improving benefits despite its strength."

The key for freight Teamsters everywhere is to pledge that we will not vote to ratify an agreement until we see in writing pension increases that meet our needs. We will not be bought off with token increases, as the Central States officials hope to do.

Luther Watson Bags Big Pension, Stays in Office

Last month we revealed that Southern Conference Director Joe Morgan Sr. got \$1 million from one of his four pension plans, then illegally retained office. It is now reported that Morgan will resign office on Dec. 31 to avoid being charged by the Investigations Officer for this deal.

Nashville, Tenn., Local 480 President Luther Watson also has received a large lump-sum pension from the Southern Conference of Teamsters officers-only pension plan, and stays in office in violation of the IBT Constitution. The pension plan covers officers and employees of the Southern Conference, and all its local unions, joint councils and state conferences.

Watson was confronted regarding his pension payment—reportedly over a half million dollars—by members at the October local union meeting. He admitted it was true, but claimed that since he put the money into his IRA instead of spending it right away, it was OK!

Watson tried to tell Local 480 members that they have the same rights he is exercising, even though the members' pension plan does not pay

lump-sum benefits, and certainly does not allow a member to keep working in the same job after receiving a pension.

The Southern Conference officers-only plan makes available an "in-service retirement" benefit to officers who reach 59-1/2 years of age with 20 years of service. Watson apparently received his in-service benefit in the form of a lump sum.

Article XVIII, Section 6 of the IBT Constitution states that any member, including an officer, who receives pension benefits "shall be considered to have retired" and shall have a withdrawal card issued to him or her. Thus a retiree cannot maintain the membership in good-standing required to be an officer.

At the 1986 IBT Convention, where this constitutional language was adopted, then-president Jackie Presser was asked about officers who received lump sums from joint council plans and continued to hold office. "They cannot hold office legally," he replied.

Yet Watson continues to hold his International union, Southern Con-

ference, Joint Council 87, and Local 480 offices. He faces a rerun election for president of Local 480 because the Department of Labor found he had accepted employer contributions in the November 1989 election.

With Morgan likely to step aside to dodge charges, Watson may follow suit and retire rich on our dues money. He, like Morgan, has three additional pensions along with the Southern Conference pension he's taken. Not bad for a working man.

Protecting Your Pension Money

A handbook from the Pension Rights Center explaining how to tell if the people investing your pension money are following federal rules. Cost is \$6. Make your check or money order payable to the Pension Rights Center and mail to Pension Publications, 918 16th St. N.W., Suite 704, Washington, D.C. 20006.

FREIGHT NEWS

Employers Taking Their View Straight to Members

Union Communication a Key in NMFA Talks

Brandon Weber
TDU organizer, Detroit

Negotiations on the National Master Freight Agreement are starting and our union must prepare for battle in the trenches. The freight corporations are gearing up for the contract by sending out slick publications and holding seminars and "free" dinners where contract issues are discussed and company propaganda flows like cheap wine. You can bet their promises are about as valuable.

Yellow Freight, CF, Roadway, Jones Truck Lines, Preston, ABE, and other major carriers learned a valuable lesson from UPS: take management's viewpoint right at the members and try to win their hearts and minds. Labor relations managers saw the IBT's lack of response to this corporate offensive and its effectiveness and made a note to themselves: "Try it, you'll like it."

Raymond F. O'Brien, CF's chairman and CEO, sent a letter to all employees holding up the non-union Con-Way divisions as "the success story of the 1980s in trucking ... there are but a handful of companies in any industry that could match the ac-

complishments of the people who work in the Con-Way organization." We can expect to hear more of the same, with companies crying about competition and how they need more concessions to survive.

Yellow put out a slick special issue of the "Yellow in Motion" magazine stating: "Negotiating a National Master Freight Agreement that is tailored to our needs will allow Yellow to further protect our longhaul business, and provide us the opportunity to enter shorter haul markets ... we also have the opportunity to share information with you about the process of negotiations. We will be updating you on the status of those discussions. As well, you can expect to hear information directly from your managers."

As Richard D'Agosto, a Yellow Freight driver from New Jersey Local 641, wrote in a letter to Freight Director R.V. Durham, "They are bypassing our collective bargaining representatives and engaging in direct sales to each of us individually; not in the style of a contract negotiation; i.e., paragraph by paragraph and word by word; but in the style of salesmanship, as a man woos a woman, with candlelight, flowers and violins. There is no union in this picture at all. For purposes of this scenario, we are non-union personnel."

UPS used the same one-on-one tactics with employees to sell a contract last summer. The corporation sent letters to employees' homes, trained management to make "positive contacts" regarding the contract with employees during the negotiations, and used everything from barbecues and free pizza to intimidation and threats to get a contract on its terms.

CF Teamsters report at some terminals that managers are all smiles as they try to implement the "Quality Circle" teams of its EXCEL program. It's disarming because everyone wants to be liked and to feel that they are part of a quality team. But the management minds working behind those smiles are calculating the breakdown of union solidarity, work rules, seniority and full-time jobs.

'Competition,' Separate Bargaining

"One thing we always like to talk about ... is to streamline work rules," ABE President Robert A. Young III, the chairman of Trucking Management Inc., told *Transport Topics* on Nov. 5. "There are some competitive equity issues," he added, referring to \$8 an hour part-timers at UPS. "That would be very helpful to us on the small end of the shipments where we compete with UPS and they have some advantages we'd like to have."

Yellow, St. Johnsbury, and Jones Truck Lines have announced they will pull out of multi-employer bargaining councils like TMI and negotiate separately with our union. That's their prerogative. But it's up to our union

to hold them to the NMFA.

The key reason Yellow is using to push for a separate agreement is "competition" from other freight companies who have non-union subsidiaries. George E. Powell III, Yellow's president and CEO, wrote in his letter to employees, "These separate negotiations will allow Yellow to work with your union to develop a National Master Freight Agreement tailored to fit Yellow's unique growth strategies—not a contract designed by our competitors, who are increasingly different from Yellow in their business strategy and employee relations."

Yellow and others are trying to pit Teamster against Teamster. They want us to see our brothers and sisters at the freight barn next door as a "competitor." We know how this goes. We saw it in the Article 6 "profit sharing" votes in 1988. Its purpose is to divide our union. But our purpose in building our union is to negotiate and maintain standards in our master agreement so our labor is uniform and not competitive.

Concessions Failed

Our NMFA is the last regulator of

this deregulated industry. In the 1980s, major carriers used the concessions to discount freight rates and drive out the competition. ESOPs and profit sharing didn't save our jobs, they just prolonged the agony. Successful organizing drives would have provided union jobs for displaced Teamsters, but the concessions made it difficult to organize non-union carriers. Anti-union companies like Overnite have used these factors against our union organizing drives.

Freight Teamsters have taken concessions in the last three contracts and we're through with them. We need a coordinated bargaining strategy that will force Yellow and other employers to stay in the NMFA and deal seriously with some of the existing problems, such as the abuse of casuals, subcontracting, railing, a faulty grievance procedure, the cost of living, and inadequate pension benefits.

As Brother D'Agosto summed it up in his letter to R.V. Durham, "They are seeking to involve us in an industrial competition and to divert our attention from our interests. ... The only correct course and the course of integrity is to formulate one fair labor standard for all parties concerned."

Contract Priorities

At press time freight BAs and officers were meeting in Chicago to go over the union's national and supplemental bargaining proposals. Informal talks have already begun with employers. The national committee is scheduled to meet Nov. 26. Following is a summary of priority issues highlighted by Teamsters on TDU's contract survey and in our national freight meeting at the TDU Convention in October.

- Pension and health & welfare improvements.
- Wage increases: a COLA without a cap, more money for pulling

triples, and shift differentials.

- Job protection: stop the abuse of casuals, make railing language stronger and enforce it, deal with imbalance of freight (reverse flow freight and foreign-power courtesy), make using triples more expensive to discourage their use.
- Keep the NMFA: no separate contracts or sweetheart deals.
- More time off: days off, vacation time, sick days, holidays.
- Innocent-till-proven-guilty in the grievance procedure.
- Improve safety and health.
- No two-tier pay scale.

How Far is CF Willing to Go to Deny Justice in Mt. Pocono?

TDUers at CF's Mt. Pocono break-bulk have been on the front lines of many struggles. Their grievances on exhaust from diesel-powered fork lifts were partly responsible for new language in Article 16 of the 1988 NMFA. When CF tried to institute a gain-sharing program in 1989, Pocono Teamsters were among the first to resist the union-busting scheme. But there has been a price to pay for strong unionism.

In February, Pocono Teamsters uncovered a memo from Terminal Manager Bob Warner to a supervisor suggesting that management "take advantage of disciplinary action when appropriate." After publication in the

April *Convoy Dispatch*, the war was on. Since then there has been continuing retaliation. Steve Berger is one of the victims. Now the issue in Pocono is, how far will CF—or rather, Warner—go to get someone? In Berger's case, time cards inconsistent with pay stubs and the invasion of privacy between doctor and patient are what it took for Warner to get Berger's discharge upheld.

Berger booked off sick June 22. On June 23 he went to see his physician, Dr. Mahajan, and was under his continuing care and advisement to stay off work. Ultimately, Mahajan diagnosed "hepatitis, viral syndrome and hyper-

continued on page 11



Better Pensions

Charles Welsh
Local 41, CF
Kansas City, Mo.

I won't vote yes on this contract until pension increases are announced in writing. Ron Carey's Local 804 has a 30-and-out at \$1,800, and 25-and-out at \$1,460. Local 710 UPSers just got 30-and-out at \$2,500 and 25-and-out at \$1,800 announced with their contract. We need to keep the pressure on so that we can get the same from Central States and every other fund in the country. The money's there, and with both the freight contract and the upcoming delgate elections, we can put a lot of pressure on the pension trustees to make the changes we need to survive.

Next Bankruptcy Hearing Dec. 15

Court: PIE Can Use Accounts Receivable to Keep Operating

A bankruptcy court in Jacksonville, Fla., on Nov. 4 authorized PIE to use its accounts receivable to continue operations and to pay certain obligations to the IBT and its members.

Meanwhile, the owners of PIE are engaging in negotiations with five other corporate entities and the bankruptcy court to reorganize under an international holding company of which PIE would become a partial stockholder. Another hearing of the bankruptcy court on Dec. 15 will determine whether PIE should be permitted to continue operations.

Authorized to Pay Teamsters

In TITAN messages to all local unions Nov. 6 and 9, the International union said it will represent all local unions on the "unsecured creditors committee" authorized by the bankruptcy court. The court has "authorized PIE to pay pre-petition and post-petition wages; post-petition health and welfare, and pension payments; pre-petition health and welfare payments up to a maximum of \$525,000; union dues; and pre-petition customer discounts," according to the Nov. 6 TITAN.

PIE President Gerard W. McIntyre sent a letter to the union Nov. 8 restating the company's position. "Vacation pay will be approved and paid on regular payroll for all active employees who applied for their vacations on or before Oct. 16, 1990, in writing or through the normal bid

process.' This policy on vacation pay will continue in effect until Dec. 15, 1990, at which time the contractual obligations will govern vacation pay unless the judge rules to the contrary," according to McIntyre and the Nov. 9 TITAN. Oct. 16 was the date of PIE's Chapter 11 bankruptcy petition.

"We are working as quickly as possible to ensure that either state funds assume those (workers' compensation) obligations ... or actual insurance is reaffirmed or self-insurance is allowed by the court," said McIntyre's letter.

The business entities seeking to form the international holding company with PIE's owners are Landstar, the successor to IU's truckload division; Itofca Group, another affiliate of Olympia Holding and Growth Financial Corp., which own PIE and are defendants in lawsuits filed by Transcon Lines' bankruptcy trustee; two computer services firms, and a leasing company, according to *Transport Topics*.

"In his letter PIE's President McIntyre emphasized that the company's ability to meet its contractual obligations is based on its collection of accounts receivable money," the Nov. 9 TITAN read. "Although the Teamsters National Negotiating Committee recognizes PIE's condition, we must nevertheless authorize the local unions to take the appropriate action to protect their members' contract rights."

Musso Charged Over PTL Sellout

PTL Boss Says 24 Terminals Threatened in '91 Contract

Forty-four Local 807 members working under the Master Freight Agreement for PTL Transportation Services in North Bergen, N.J., were replaced on Sept. 1 by members of Sonny Musso's New Jersey Local 641 working under a standard agreement at Pacific Rail.

Musso had signed the agreement undercutting Local 807 before Pacific Rail had won the bid to replace PTL or had hired any employees. The employees later turned out to include two sons of Local 641 business agent John Krommenhoek, the son of a Local 641 shop steward, and other relatives and friends.

The head of PTL, James Cunningham, on Oct. 1 wrote to employees at PTL's remaining 24 railheads associated with Conrail, of which PTL had until recently been a part. After opening with a rhapsody on the start of school, autumn, Thanksgiving and Christmas, "Jim" got down to business: the expiration next March 31 of PTL's Teamster contract.

Cunningham blamed the loss of the North Bergen business on his own employees, when in fact they had agreed to substantial work-rule concessions, though they would not undercut wages in the freight agreement.

He said all of PTL's work will be up for bid in '92, "potentially creating twenty-four North Bergens." But Cunningham later pinned the tail on the donkey of Local 641 and Sonny Musso when he said, "Our terminal operating costs are presently higher than even our competitors who agree to employ IBT members earning scale wages, by all starting off with 'new hire' rates and NO PAST PRAC-TICES." (And no accumulated vacations.)

On Oct. 18, Local 807 members formally charged Local 641 and Musso with violations of numerous sections of Articles 2 and 12 of the IBT Constitution, which forbid underbid, prehire contracts and requires International approval for contracts that impact another local. The union charges will be heard Nov. 14. Local 807 has filed NLRB charges against Pacific Rail for its discrimination in not hiring former PTL workers.

The Local 641 contract with Pacific Rail should be voided and Musso removed from his many positions of power, including co-chair of the supplemental negotiating committee, secretary-treasurer of Joint Council 73, and member of the N.J.-N.Y. Joint Area Committee.

MEMBERS SPEAK OUT ON FREIGHT CONTRACT

Build Unity for Better Pensions, Job Protection

Pete Camarata
Earl C. Smith, city driver
Local 299, Detroit

With the expiration of the NMFA closing in on us, it's imperative that we start building unity among the ranks. Unity among the older and younger workers will be the key to winning a good contract.

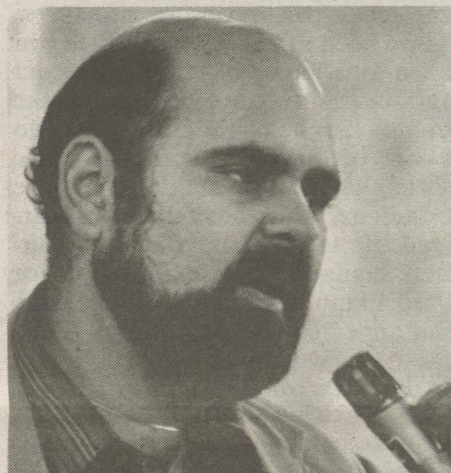
Some of you may recall that substantial pension increases were offered in the 1982-85 NMFA when in the same contract the destructive multi-tier wage scales were instituted. Older workers near retirement age voted for the contract at the expense of younger and displaced workers.

Then in the current contract, the multi-tier wage scale was improved,

and new hires started at 85% of scale, while pension increases to older workers were minimal. So younger workers were more inclined to vote in favor of the contract at the expense of older workers.

Now things seem to be swinging back in the direction of substantial pension increases. We know from an independent audit of the Central States Pension Fund that substantial increases could be given now, with no increase in contributions from the employers. So why are these increases being withheld? The reason seems to be obvious—wait until contract time and use the increases to capture the older workers' vote for the contract knowing this: it's a good bet that there will be no improvements for casuals or new hires.

We cannot afford to allow this to happen. We must be unified and reject any contract that doesn't increase pensions substantially and also improve conditions to ensure that casuals and displaced workers are hired. We can expect to see many more companies go out of business over the life of the next contract. Unless we win a contract that protects those displaced, none of our pensions will be secure. Now, more than ever, we need to hang together and protect the interests of all, or we'll hang alone jobless and pensionless.



Casuals, Rails Big Issues

Norma Riggins
Yellow Freight, road driver
Local 728, Atlanta

Last fall, the job stewards at Yellow Freight tried to get a linehaul manager to go by the contract as far as hiring casuals. The stewards were removed in December 1989 because the linehaul manager and Jerry King, the local president at the time, made a deal that they would hire casuals as needed—30 to 35 per week. No one has been hired yet.

When the new Local 728 officers took over, we had a vote on job stewards but there still have been casuals on the board at Yellow for up to two years. We're working with the

local to try and correct this situation.

I'm on the bottom of the seniority board, but there is an issue that affects all of us. Railing is a big problem here in Atlanta, and we filed many grievances to collect on freight being shipped by rail when Yellow had their change of operations this year. We lost those grievances because of the separate grievance panels that Yellow asked for when it pulled out of TMI, and that McCarthy agreed to. Teamsters at Consolidated Freightways won their grievances on the same issue, and CF still pays rail grievances. Yellow has their own grievance committee—we lose ours.

This "new deal" they're offering—Yellow trying to negotiate a separate contract—causes us to be uneasy. This separate grievance panel is a good example. After the 1988 contract was signed, it seemed that side agreements were appearing everywhere, and it's impossible to win a grievance. New agreements, and side agreements on top of that, cause disunity and confusion, and I don't think we should give away the contract we have now when we don't know what to expect.

I try to find some good in everything but I'm finding it hard to find what's good about the direction Yellow is taking now. I know I have a very good job, but I don't want to lose what I have, and what others have fought so hard to win.



ELECTIONS, LEGAL NEWS

Election Protest Rulings Protect Rights

As the delegate campaigns begin to heat up, rulings by Election Officer Michael Holland have clarified some important rights in the process. As reform Teamsters move forward in these campaigns, we will publish updates to keep you informed.

Any election protest should be filed with the Election Officer within 48 hours, by overnight mail or delivery, or by FAX. For more details on this process, contact the Election Officer or TDU.

Bulletin Board Rights. Some protests have involved violations by union officials and/or employers, of members' rights to use all-purpose bulletin boards for campaign purposes. Allen Hall, a member of New Orleans Local 270, filed one such protest against Mitch Ledet, president of 270 and International VP.

Hall charged that his employer, Matlack Inc., removed Carey campaign material posted on a union bulletin board that members had previously used to post all sorts of announcements, as well as union matters. Ledet backed up the employer.

Holland ruled that Matlack and Ledet were in violation of the election rules, and ordered Ledet to mail to all Matlack Teamsters a notice spelling out members' rights to post. Holland's decision was quickly upheld on appeal to Judge Lacey, who ordered Ledet to personally pay expenses of his appeal, as well as the cost of mailing the notice and the legal fees of Hall.

Intimidation or Surveillance. In an

important case, Holland ruled that TDU members have a right to hold TDU meetings and discuss delegate campaigns, without any interference, attendance, or surveillance by union officers. Officials had rented a room nearby to watch who attended a TDU meeting. Holland ordered a posting on all union bulletin boards upholding TDU's rights as a caucus. The officers were ordered to personally pay the costs involved. Other cases involving threats, intimidation or surveillance have been similarly dealt with.

Access to Collective Bargaining Agreements. When Local 135 member Gary Gregory sent in a request to inspect the local's contracts or obtain an employer list for campaign purposes, the local responded that it "maintains contracts in several different offices, and we need to know which office you desire to come to in order to inspect contracts." Gregory protested on the grounds that he could not possibly go to each of the 10 local offices to inspect the contracts for those regions of Indiana. Holland agreed and ordered the local to make all the contracts available at its principal office in Indianapolis. Local President John Neal appealed this decision to Judge Lacey, who ruled in favor of Gregory.

Eligibility of Nominators. In a strange decision that has TDU attorneys puzzled, Judge Lacey permitted the president of Denver Local 435 to hold a second nomination meeting after he was improperly nominated and thus ineligible to run for delegate.

President Tom Dimino was nominated and seconded by members who were not in good standing. A member of the contesting slate, Teamsters for Change, challenged the nominations of the incumbents.

Judge Lacey ordered that the local could hold a second nominations meeting, for the purpose of Dimino cleaning up his act and getting on the ballot.

Judge Edelstein, in upholding this weird ruling, stated, "The court agrees that the Independent Administrator should decide election protests with an underlying philosophy of inclusiveness rather than exclusiveness."

We advise all members to be careful, however, to have members in good standing nominate and second their candidacies.

Mail Ballots and Election Plans. In his presentation to Teamsters at the TDU Rank & File Convention, Michael Holland reported that his office had approved plans for about 150

out of 633 local unions. More are being approved every day.

A key issue is the ordering of mail ballots. Holland reported that he is looking at the number of worksites, geographical spread of the local union, turnout in past walk-in votes, and the history of any problems in the locals to decide whether to order mail ballots. In a number of locals, mail ballots have been ordered.

First Priority—Campaigning. With a supervised election, members' first priority should be to campaign; to meet the members and to get campaign literature out. Election protests may need to be filed but should not occupy valuable campaign time. Fortunately, there are organizations to help advise on possible violations and protests. These numbers are useful in this regard:

Election Officer: (800) 635-5371

TDU national office: (313) 842-2600

AUD Fair Election Project:

(718) 855-6650

New Candidates Join Carey Leadership Team

Four Teamster leaders have declared their candidacy for International office as part of the Ron Carey slate. They are currently petitioning across the Teamsters union to gain accredited candidate status, and have only a few short weeks to achieve that goal.

DIANA KILMURY

Running for vice president at large on the Carey team is Diana Kilmury, from Local 155 in Vancouver, British Columbia. A Teamster for 18 years, mostly in the construction industry, Kilmury showed her leadership and courage in 1981 when she took the floor at the IBT Convention in Las Vegas to speak up for an Ethical Practices Committee inside the IBT. She stated that if we failed to clean up our own union, outside forces would likely do it for us—words that proved true. Kilmury was again elected a delegate from Canada's largest local in 1986, easily defeating International Vice President Ed Lawson.

MARIO PERRUCCI

Running also for vice president at large is Mario Perrucci, the secretary-treasurer and principal officer of the 7,000-member strong Local 177 in Hillside, N.J. He has held that position for 13 years and been a Teamster for 25. Perrucci has been a delegate to the past two IBT Conventions and served on national negotiating committees. With the experience of having worked closely with the International officers, he has a clear understanding of the need for new leadership.

TOM SEVER

Running for General Secretary-Treasurer on the Carey team is Tom Sever, the president of Local 30 in

Jeannette, Pa. Sever was recently elected to his third term as principal officer of the general local. A Teamster for 33 years, he came up from the ranks as a freight driver, then was elected trustee and business agent. Sever's candidacy is already bringing stronger support for the reform team from Pennsylvania Teamsters. Sever is widely respected as a hard-working officer who tells it like it is.



Doug Mims

DOUG MIMS

Running for vice president in the Southern Conference is Doug Mims, vice president of the 8,000-member Georgia Local 728. Mims was part of a leadership team—and a movement—that defeated the Mathis family slate in the local union election last May, returning control of the union to its membership. He has been a working Teamster for 23 years, and at the time of his election was a road driver for Consolidated Freightways.

4 Leaders Join Carey Slate

continued from page 1

Carey said. "What's more, they also have reputations as union officials who put the best interests of the membership first and not their own personal gain. In short, these are the kind of people who should have been running the Teamsters for many years."

The Carey Campaign also launched a second petition drive to get the slate accredited in time for the Dec. 14 deadline. Some 40,000 signatures are needed in the final petition period under the Election Rules.

Carey's forward thrust comes just as the top leadership of the IBT is moving in circles. In October, McCarthy finally faced facts and announced he would not run, but would serve out his term as IBT president. Then two cliques promptly announced

rival slates, each headed by two members of the General Executive Board. R. V. Durham and Weldon Mathis head one, Walter Shea and Dan Ligurotis head another (see article page 7.)

Carey gave a sneak preview to 550 Teamsters at the TDU Rank & File Convention on Oct. 27 when he announced that Diana Kilmury would be joining his ticket. The announcement of TDU leader Kilmury brought a standing ovation and energized the activists to redouble their efforts for the Carey slate. Carey addressed the Rank & File Convention as an invited accredited candidate. TDU had already voted to endorse Carey and join with other Teamsters in supporting a united reform coalition headed by the dynamic president of Local 804.

Attend Your Local Union Meetings!

Many union meetings are routine affairs and not relevant to the struggles we face daily on the job. When the most exciting item on the agenda is the reading of last month's minutes, members are driven away out of sheer boredom. Now, with elections taking place in our locals for delegates to the IBT Convention in June, the future of our union is on the line. Our Right to Vote for top IBT officers, the nomination of those officers, pensions, strike

pay, officers' salaries, elected BAs and more are subject to the will of those elected delegates.

Isn't this the time when our union meetings should be forums to discuss the critical issues at stake? Motions and resolutions are in order under new business to find out where the membership stands and to prepare to set a new course for our union. Let's take this opportunity and find out what the members think.

IBT Executive Board Splits Into Two Slates

In early November, every Teamster local official received a mailing from the "Durham-Mathis Unity Slate" requesting a "generous" donation of funds from the various officials for their campaign for IBT president and secretary-treasurer. This was weeks after Teamster President William McCarthy finally woke up and smelled the coffee, and removed himself from the race. He claims he will serve out his term through the end of 1991.

However, the "Unity" is questionable because days later Walter Shea and Dan Ligurotis announced that they also will run for president and secretary-treasurer, respectively.

Twelve members of the General Executive Board are backing Durham-Mathis at this point. But many of them are politically very weak, as the following rundown shows.

GEB Members Backing Durham-Mathis

William McCarthy—Pressured to not run again due to incompetent performance. A lame duck without much respect.

Francis Hackett—A BA in McCarthy's Boston Local 25. Will no doubt be dumped from any slate. It is doubtful he will be able to be elected in his own local after McCarthy retires.

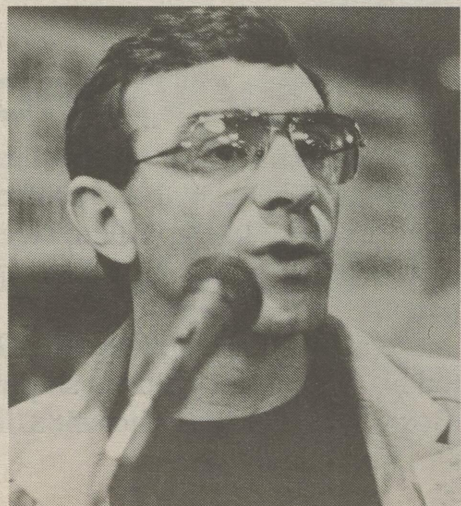
George Vitale—Awaits a verdict by Judge Lacey, the court-appointed Administrator, after his hearing on several charges dealing with alleged embezzlement of union funds and prior convictions for employer payoffs and theft of union funds. He was defeated in his own Detroit Local 283 by TDUser Don Stone, but had the election overturned.

Teddy Cozza—Awaits a verdict by Lacey after his hearing on charges of involvement with La Cosa Nostra

Minneapolis Local 792

Reform Slate Wins Local Election

A reform slate of six Teamsters, including TDUsers Bill Urman and Jim Gehres, swept into office in the Minneapolis Local 792 local union election Nov. 1. The 2,000-member general local represents soft drink, beer distributing, vending, and other workers in the Twin Cities. Secretary-treasurer-elect Urman will be the principal officer of the local and Gehres will serve as a trustee. Brother



Local 792 Secretary-Treasurer Bill Urman

figures.

Jack Yager—Worked with Weldon Mathis on the 1988 freight agreement and may also be removed from office by Lacey.

Don West—Weldon Mathis buddy who overwhelmingly lost a race in his own joint council in Alabama and Tennessee. Even officials in the South consider him too much of a sellout. A liability on any slate.

Weldon Mathis—Six months ago his family lost decisively in home state of Georgia; he quickly made a deal with McCarthy to get another son (Lamar) on the IBT payroll. Signed the 1988 NMFA and imposed it after 64% voted No.

Edward Lawson—Was defeated in his own local when he tried to run for IBT Convention delegate in 1986. Recently failed in attempt to get appointed to position of trustee in Vancouver Local 213. Not one local in Canada will support him.

Mike Riley—Appointed by Jackie Presser, Riley, like many members of the GEB, has shifted his allegiance to suit his own advancement. Presently part of a power bloc in the West consisting of Arnie Weinmeister, Chuck Mack and Ben Leal, who are bargaining with other cliques to try to all get on the board next year.

Arnie Weinmeister—A member of the elite \$500,000 Club, Weinmeister recently told a member he was worth every penny. A football star in the days before million-dollar contracts, this member of the NFL Hall of Fame is making up for lost income with our dues.

Mitch Ledet—Ledet showed his commitment to democracy in 1989 when he used the illegal 50% attendance rule to rule five of six challengers ineligible to run against him in the local union election. The Depart-

Urman is also the co-chair of the Minnesota committee to elect Ron Carey.

The incumbent slate led by Daniel Bryant filed a weak election protest with Joint Council 32 and a hearing is scheduled for Nov. 19. The officers-elect have their work cut out for them and are moving forward with their plans to take office Jan. 1, Urman said.

"The election result in Local 792 is a victory for democratic unionism. It once again demonstrates that the wave of democratic reform continues to spread throughout the Teamsters union. Growing numbers of TDU and reform-minded candidates are winning elections. We hope these victories encourage more rank and file involvement in the election process," said Urman.

"Our campaign was based on re-establishing the spirit of unity and strengthening the local through greater membership involvement. As is the case with all underdog campaigns, a great deal of preparation, hard work and support from friends was necessary. The challenges are great, but we are eager to take office and serve our membership."

ment of Labor overruled Ledet and is now supervising a rerun.

R.V. Durham—As an IBT trustee he approved of payments exceeding \$2 million to GEB members to cover their personal legal problems related to the government's racketeering lawsuit and the settlement providing for our Right to Vote (see article this page).

Shea-Ligurotis Clique

Shea and Ligurotis are hoping to capitalize on this weakness and line up more power blocs of officials to back them. Currently behind them are five members of the GEB:

Walter Shea—Never a working Teamster, he began as a researcher for the Eastern Conference and then became an assistant to Frank Fitzsimmons. Shea was appointed to the GEB by racketeer-turned-state's witness Roy Williams. Although he has signed numerous concessionary agreements for car haulers and others, he has never once attended a union meeting of members under one of these agreements. And for good reason: virtually every agreement he signed was imposed using the old "two-thirds-to-reject" rule.

Dan Ligurotis—As the head of Chicago Local 705, Ligurotis brings a wealth of experience in goon-squad tactics against members. His candidacy could be cut short if charges come down against him from the Investigations Officer.

Joe "T" Trerotola—The 81-year-old head of the N.Y. joint council and the power behind Shea. Joe T put Mc-

\$2 Million More Paid to Officials

TDU Lawsuit Forces IBT to File Financial Report on Legal Fees

The Teamster General Executive Board in October filed an amended financial report for 1989 with the Department of Labor, in response to a lawsuit filed in federal court by TDU members. The amended LM-2 reveals that \$2,089,119 was falsely reported as "professional fees" when it in fact went directly to officers to pay their personal legal fees.

The lawsuit, *Withrow vs. McCarthy*, was filed under Title II of the Landrum-Griffin Act and demanded to get the truth behind certain bloated payments to top officials. The suit specifically targeted a fourth pension plan available only to the highest paid International officials, called the "Equity Plan," and also funds wasted by our officials in failed attempts to stifle our Right to Vote.

The new financial report admits to huge payments to most members of the GEB to cover their personal legal problems incurred before and after they signed the settlement of the racketeering lawsuit. Primarily these funds were expended to keep themselves in office as long as possible. The largest single beneficiary was racketeer Harold Friedman, who bagged \$345,132 to attempt to retain his union position after his conviction for

Carthy in power but then had a falling out with him that resulted in Joe T getting fired from one of his salaries. His son was recently removed from the International payroll, as Mathis' son was added.

Jack Cox—Another Presser appointee and rival to Mike Riley, who beat him 2-1 in a race to head Los Angeles Joint Council 42. Cox has circulated two open letters attacking McCarthy bitterly, and a third letter in which he proudly boasts that he has not faced a contested election in Local 572 for 27 years!

Joe Morgan Sr.—Reportedly will resign Dec. 31 to dodge possible charges stemming from his taking a \$1 million lump-sum retirement from the Southern Conference and then staying in office illegally. But he's got his and has made Joe Jr. a member of the \$100,000 Club as head of the Georgia-Florida Conference.

Need a Scorecard?

If you can't follow this soap opera ("As the Marble Palace Turns"), don't worry. In a month or two the cliques will be shifted anyway. Anyone offered more money or perks on the other side quickly jumps the fence, as most of them have within the past year.

What you do need to know is that there is not one major policy difference in all this squabbling and name-calling. It is all about who gets the most salaries, and who gets the most kids and friends and crooks on the payroll. Not one of these cliques is proposing new priorities for our union.

embezzling union funds. These payments to Friedman and the rest were approved by the members of the GEB, the same ones who now ask for the membership to vote for them in our first-ever election.

Walter Shea and Dan Ligurotis, running for president and secretary-treasurer of the Teamsters, dug deep into our treasury to pay for their own legal problems. They bagged a total of \$199,833. Weldon Mathis, incumbent secretary-treasurer, bagged \$162,475 himself.

Keep in mind these figures are for the year 1989 only, and are on top of the huge salaries, expenses, multiple pensions and other perks these millionaires enjoy from our treasury. R.V. Durham, who wants you to vote for him as Teamster president, approved all these expenditures as a trustee of the International. Durham felt that paying a convicted racketeer \$345,132 to hire attorneys to try to stay in office was a good use of your dues money. In delegate elections in your local union, you can elect candidates pledged to change forever this kind of looting of our union treasury.

Note: For a copy of the schedule of these payments, contact the TDU national office.

Getting Ready for Orlando

In large part the success of our 15th Rank & File Convention will be measured down the road, at the IBT Convention in Orlando, Fla., and beyond that during the elections for the General Executive Board. The primary focus of the convention was on the delegate elections, as they are the pivotal activity of the next four months.

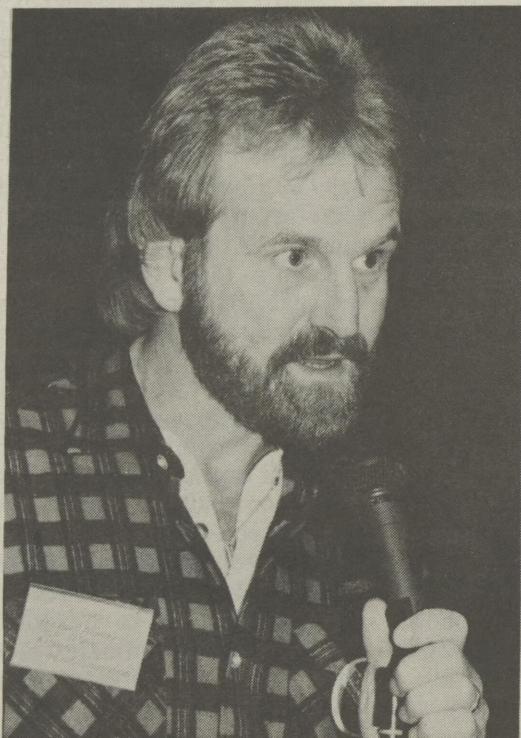
Spirits were high, based on our accomplishments during the last year. The convention is always a place where Teamsters enjoy the solidarity and where we recharge our batteries for the struggles ahead. But this year the camaraderie seemed to run deeper as members realized the seriousness of the tasks immediately facing us. We've got to get out and win hundreds of elections!

As TDU national organizer Ken Paff reported at the start of the convention, "The stakes are high for what we do this year and for what we do this weekend. We have a chance right now to make a turning point in Teamster history ... to put unionism back on the track in this union, to put our union in the front row of the labor movement."



Moments after Diana Kilmury (right) was announced as a candidate for International VP At Large, the convention erupted in applause for the first woman to run for International office. Dan and Debra Campbell congratulate Diana as she heads toward the podium.

"You know, I can't tell you what your good wishes mean to me," Diana told the Teamsters at the TDU Convention. "I've had people come up to me and offer me their homes—and the use of their teenage children to carry around flyers. I really am speechless. ... Ron Carey has stepped forward into the '90s, as a good trade unionist should, and said there's no room for sexism in the trade union movement."



Mike Namirr
*Local 728, Yellow Freight
Atlanta*

"We've definitely got a movement going on in Atlanta. When we had our local election in the Atlanta area, and I knew it was going to be federally overseen, I realized that this was it, this was our chance. We had a 20-year regime, we had the son of the secretary-treasurer of the International in office. And it was time for me to get off my duff and do something about it. It's a tremendous blessing when you've got honest, uncompromising leadership going to your committee grievance hearings every month."

Ron Carey Video

A new video of Ron Carey's speech at the 1990 TDU Convention is in production and will be available soon from TDU. Carey is an independent reform candidate for Teamster General President. The video can be used as an organizing tool to spread the word about the Carey campaign.

Find out more about this candidate for General President. Order your tape today. Cost: \$15 (includes shipping). Send your order to TDU, P.O. Box 10128, Detroit, Mich. 48210. Be sure to include full address and zip code.

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Rank and file speakers from the podium and the floor are a highlight of every TDU Convention. Above right: Members like what they hear during a main session. Above: Local 174 member Gordy Teller of the Evergreen Chapter of TDU in Seattle expresses his agreement with the Mailgram on the front of our convention program—"We're taking back our union!"

Resolution Protesting the Site Of the 1991 IBT Convention

The following resolution was adopted by the TDU Rank & File Convention on Oct. 28, 1990. This motion or similar motions have been adopted by many locals, including Los Angeles Local 208; Salt Lake City Local 222; Memphis Local 667; Vallejo, Calif., Local 490; and Martinez, Calif., Local 315.

WHEREAS: The proposed non-union site of the IBT Convention has become a serious violation of basic trade union principles; and,

WHEREAS: This action, if it stands, will not only embarrass the delegates attending the convention but will give the media more ammunition to attack our union and further damage the image of the IBT; and,

WHEREAS: The string of hotels engaged by the Arrangement & Housing Committee of the convention are, in the main, non-union.

THEREFORE LET IT BE RESOLVED THAT: In the interest of trade union principles and in solidarity with the Hotel Employees and Restaurant Employees Union of Orlando, Fla., that the 1991 IBT Convention be held in union hotels only. And that the agreement with the non-union hotels be canceled.

AND LET IT BE FURTHER RESOLVED THAT: This 15th TDU National Convention go on record in support of Los Angeles Local 208's action to condemn the use of non-union hotels in Orlando, Fla.

AND LET IT BE FURTHER RESOLVED THAT: This resolution be wired to IBT General President William J. McCarthy and to each Vice President of the IBT International union not later than one day after the conclusion of this convention.



TDU Convention is
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al President—order
Send your order to
sure to include your

UNITED PARCEL SERVICE

UPS Meetings Spur New Campaigns

The National UPS Meetings at the TDU Convention were a pleasant surprise. As Mississippi Local 891 feeder driver Jackie Jenkins put it, "We were expecting to have to go into those meetings and kick-start everybody after the contract. But they were ready to go. It was fantastic!"

The more than 80 UPSers from across the country who attended the meetings started off listing the rank and file's accomplishments in the contract campaign: we proved a final offer wasn't a final offer and that UPS would have returned to bargaining after a No vote; we forced UPS to sweeten the proposal before it was

sent to the membership; and we proved in many locals that part-timers will hold strong when information and support are provided.

Elect Convention Delegates to Nominate New Leadership

The meetings were a brainstorming session on moving our union forward at UPS, and there was no shortage of ideas. The elections and membership education were identified as key areas to focus on. The contract campaign showed we need innovative union leadership to work with the rank and file, and after we elect that leadership in '91 we'll be ready for the '93 con-

tract. We're going to take our delegate and Carey campaigns right back to our contract networks and push for a big voter turnout from UPSers.

The contract campaign also showed that our union must develop an educational program to teach new members about unionism and our struggle for our livelihoods and dignity at UPS. But we can't wait until '92, so TDU will be developing materials for stewards and activists to start the ball rolling. A start to our program—Project Unity—is explained on this page by steward Joe Bales-Henry.

The enthusiasm of the UPS meetings showed that real Teamsters have recovered from the disappointment of the contract campaign and are ready to pick up the fight for a better job and union!

Project Unity—Computerized UPS Contract

Joe Bales-Henry

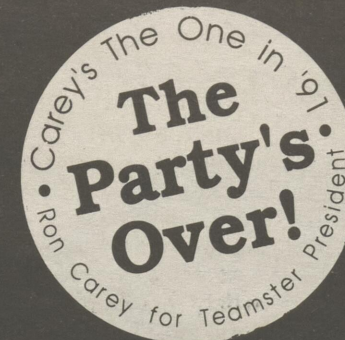
Local 90, recording secretary
Des Moines, Iowa

We're going National. From West to East, North to South, TDU has begun an ambitious project to computerize the new National Master UPS Agreement and every supplement, rider and addendum we can get our hands on. That's right, we are going to put your new UPS contract agreement on our Macintosh computer and then provide you with easy-to-find contract information on computer disks and in three-ring binder form.

Our unofficial contract booklets will be organized differently than the official IBT contract books. They will have a new table of contents with every article and section, and an index that will allow for quick cross-referencing, from seniority rights to discharge provisions. We also will attempt to catalog state and JAC decisions and interpretations, where available, and include them in an appendix.

Project Unity will take a year to complete, with your help. The Master Agreement and Central Conference Supplement have already been punched into the computer. Now we need your input and a copy of every other 1987-90 supplement, rider and addendum. (TDU obtained the new, 1990-93 language for most supplements, riders and addenda during the contract campaign.) We also need every grievance decision and interpretation that you can get your hands on. With your help, we can put together a valuable reference book that will help us all prepare for the future battles facing us at UPS.

Details on costs and availability will be forthcoming as the project moves along. In the meantime, please send copies now of your old 1987-90 supplements, riders, addenda, and grievance decisions and interpretations to Project Unity, c/o the TDU national office. ... And stay tuned next month for a preview of the new Central Conference booklets!



NEW BUTTONS

Available from TDU

The Party's Over!—Carey's the One in '91. \$1 each, 25 cents each for 5 or more. Order from TDU, Box 10128, Detroit, Mich. 48210.

Supervisors: 'It's Safe Enough to Take a Bath In'

Chemical Spill at Earth City Sends 40 UPSers to Hospital

An incident in St. Louis last summer calls into question UPS's concern for the health of its workers and illustrates why UPS Teamsters need to understand their health and safety rights at Big Brown.

A chemical spill was reported to the Pattonville Bridgeton Terrace Fire Department, in St. Louis County, at 9:11 p.m. on June 14. On arrival at the Earth City Center, the unit was met by a UPS supervisor who reported a "small spill" and that three employees who had come in contact with the chemical had been sent to the hospital due to dizziness and nausea.

The chemical was identified as 1,3 propanedithiol, which is an aliphatic mixture of mercaptan, the chemical additive that gives natural gas its characteristic odor. In high concentrations, it can be lethal.

According to the fire department report, "Units remained on the scene until 07:58 hours when the last of the spill had been cleaned up. ... When we contacted DePaul Hospital with the health information on this chemical, they told us that up to 24 people from UPS had reported to their emergency room for treatment. ... Also it had been reported that this incident actually occurred around 19:00 hours & that we were not called until 21:11 hours that a spill had actually occurred."

Actually it was worse than that, said steward Pat Hough. The spill occurred at 6:15 p.m. when a five-gallon plastic bottle of the material broke open on the twilight sort. Forty people became sick and went to the hospital. When workers complained to supervisors John Flynn and Tom Ladda, they were told, "This stuff is safe enough to take a bath in," despite the fact that they had read the Material Safety Data Sheets warning that the material was lethal in concentrate. The supervisors further endangered the workers and

violated their rights by threatening to fire them if they left their work areas.

Proper shipment of the chemical should have been in a glass or metal container within an outer container that would absorb any spills. It should not have been accepted for shipment in the plastic bottle. After the spill, rather than taking the chemical directly outside, it was repacked in another container and moved throughout the building on a tram car, increasing the number of workers exposed.

Hough filed charges with OSHA, which proposed fines totaling more than \$280,000 on 14 violations. UPS appealed and is trying to reduce the charges and fines. As Hough rightly observes, "If OSHA just slaps their hands, UPS will have no economic incentive to protect its workers."



Teamsters for Our Future Slate

The Teamsters for Our Future slate in Orlando, Fla., is preparing for the delegate elections. Slate member Scott Jeter (left) met with Ron Carey at the TDU Convention. "We want to get our union back," says Jeter. "Ron is the leader who will work with the rank and file to accomplish that."

UPS & Downs

Ex-Employee in Houston Gets Revenge for Unjust Discharge.

What a sight it must have been. A parade of wreckers supervised by Harris County, Texas, deputy constables hauled 13 tractors, six package cars and four cars from a Houston UPS facility Nov. 5 to help pay off an unjustly discharged employee's \$6.4 million judgment against UPS. The action was taken after UPS failed on Nov. 2 to post bond to cover the judgment of the case pending appeal. Former employee Gerry Dickens was fired in 1985 and indicted for allegedly stealing a box of jewelry. After a state court jury acquitted him of the felony charge, Dickens sued UPS. A tentative deal had been struck Nov. 7 for UPS to exchange an additional \$1.5 million bond in return for some of the vehicles. UPS spokesman Bob Kenney said, "We're continuing to operate without the vehicles, but we would like to have them back, naturally." Replied one of Dickens' attorneys, "They can go down to the sheriff's sale and buy them."

UPS Forms Joint Venture for All-Cargo Shipments to Japan.

UPS and Yamato Transport Co. Ltd. of Japan have teamed up to form Unistar Air Cargo, an independent air freight forwarder. UPS had formed an agreement with Yamato in 1987 for ground delivery of small packages. Unistar will arrange air shipments, including heavyweight freight, on UPS's new all-cargo air route to Japan, and on other airlines.

GROCERY, LOCAL CONTRACT NEWS

TDU Rank & File Convention

Grocery Workers Plan to Build Reform Movement in Industry

TDUers attending a grocery and warehouse jurisdictional meeting at this year's TDU Rank & File Convention took some important steps toward building the reform movement within the Teamster grocery industry.

Meeting participants heard presentations from Bob Dubian, secretary-treasurer of Local 559, Hartford, Conn.; Michael Ruscigno, recording secretary and business agent at Local 138, Brooklyn, N.Y.; and Bennie Coe, Local 117, Seattle, Wash.

Brother Dubian's presentation touched off a lively discussion on production standards and how to deal with them. Many cited production standards as responsible for increased on-the-job injuries and closer management supervision, while others argued that such standards allow workers to make more money through the incentive system.

Brother Coe gave a detailed account of the recent strike at Associated Grocers in Seattle, in which the rank and file voted down a contract proposal recommended by Arnie Weinmeister, Western Conference director and International vice president. The members were left to fend for themselves during the subsequent strike, which lasted nine weeks. Coe's presentation included examples of rank and file initiative in the face of an

uncooperative union leadership, and also pointed out the difficulties of running a strike over the heads of your local union officials.

Following the presentation, participants brainstormed on how to build TDU within the grocery industry. It was recognized that such a project is more difficult in an industry without national or pattern bargaining, since workers from different companies and in different regions of the country are kept in complete isolation from each other.

It was agreed, as steps toward coordinated activity within grocery, to establish regional grocery committees of rank and filers; to distribute information from one region to another, and from one company to another, about production levels; to develop literature aimed specifically at grocery workers, which would include information about common problems in the industry around the country, as well as news about the delegate races and the Carey campaign; and finally, to organize volunteers to leaflet warehouses.

If you are interested in helping build TDU within the grocery industry, or becoming a member of a regional grocery committee, please contact TDU at (313) 842-2600. Ask for Michael Laslett.

N.J. Local 469

Construction Trades Progress, Democracy at Stake in Election

Declining conditions in the construction trades of New Jersey Local 469 have led to a wide-open election battle. In late 1989, Rich Francis took the lead in fighting discrimination in the local's hiring referral practices. Since then many other bad conditions and undemocratic practices have come to light.

Now Francis is running as an independent candidate for vice president and Stanley Stryczek is running for trustee. Francis has put great emphasis in his campaign on the election of stewards who are responsible to the members and on the negotiation of contracts that move up to uniformity and are democratically voted on.

Fred Potter is the current president of Local 469, but Secretary-Treasurer Bob Rossi has long been in charge of construction. Now Rossi is raising the stakes and running for president hoping he'll then be unchallenged in his practices.

In addition to the hiring procedures, negotiation and enforcement of contracts are the main complaints against Rossi. The multi-employer transit mix and concrete block agreement has declined steadily. New-hire rates are in some contracts. One

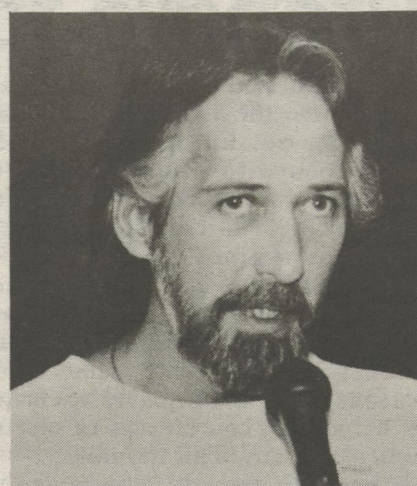
employer opened two new plants and got two different contracts.

Clayton Concrete broke away from the contract, and starting times and the eight-hour guarantee were lost. Members are now subject to drug testing without standard safeguards. Rossi also has allowed trucks from one Clayton plant to shift to another while some members were out of work. The contract vote at Clayton was marred when some members were falsely told others were in favor of a yes vote.

For many contracts Rossi has not held proposal meetings, and stewards who don't toe the line are threatened. He has held meetings at Dick's Power Rentals, which leases to non-union operations, and has spent his union car allowance on a BMW.

Francis and Stryczek are aiming to establish a rank and file foothold on the executive board no matter who wins the battle of slates.

"Let's face it, business as usual is taking us downhill," said Francis. "We've got to have a strong new membership voice on our board: for election of stewards and negotiating committees, fair hiring procedures, and improved, uniform contracts."



Right to Vote Slate

Dennis Nagle, Star Market (pictured); Neal Henderson, Star Market; David Odabashian and Richard Reardon, UPS; Robert Golden, St. Johnsbury.

Our "Right to Vote" slate from Local 25 in Boston—Billy McCarthy's local—supports Ron Carey 100%, and his "Platform for Tomorrow." What this union has needed for years is a strong, honest and proven leader, and Carey is that leader. We, the "Right to Vote" slate, are committed to Carey and to our future as a real union.

Justice Denied in Mt. Pocono

continued from page 4

tension." His condition did not improve and on July 7 he again visited Dr. Mahajan who advised him to see a specialist. The specialist could not see Berger until Aug. 2, so on July 10 he went back to Dr. Mahajan, who advised him to stay off work until July 20. Still not feeling well, Berger decided to go to another doctor on July 20 for a second opinion. He was treated, advised to stay off work until Aug. 2, and also advised to see the same specialist, if necessary.

Though Berger had properly booked off sick under the work rules, on July 3 he received an unusual "Request for Information," regarding the status of his health, from the assistant terminal manager, dated June 29. In compliance with that letter and within the specified time limits demanded, on July 9 Berger brought in his second excuse from Dr. Mahajan, written on his July 7 exam. Nevertheless, Warner issued Berger a termination letter July 12 for unauthorized absence from work, and a grievance was filed.

On Aug. 3, Berger felt well enough to return to work. He presented Warner with another excuse, this one from the second doctor, and attempted to book on for his next shift, according to the work rules. Warner told him he couldn't, he was fired.

Berger's case deadlocked at the local level on Aug. 28. On Sept. 4, two days before the Eight-Cities grievance panel, "Office Manager Kim Williams and myself paid a visit to Dr. Mahajan to verify the dates on the mysterious note that appeared at the local level," Warner wrote in his grievance brief, referring to a doctor's excuse Dr. Mahajan wrote for Berger on July 10.

Witnesses verify that Warner and Williams visited Dr. Mahajan at his office for at least an hour and 45 minutes. Berger's personal medical records had been taken from his file and brought into the office at the same time that Warner, Williams and Dr. Mahajan were meeting.

Berger found out about this strange meeting and went to Dr. Mahajan on Sept. 5 to ask him about it. Dr. Mahajan told Berger that Warner had offered Mahajan a job, but that it had nothing to do with Berger's case!

At the grievance hearing on Sept. 6, Warner produced a "note from Dr. Mahajan verifying the dates he saw Berger," which contradicted a previous work excuse and medical chart. Warner also tried to show that "Berger had only worked 3 days the previous two weeks" by producing time cards that are totally inconsistent with the actual CF pay stubs Berger received with those paychecks. The panel ruled in CF's favor.

Freight

"I was dismayed to find out that there is no justice in the grievance procedure. It's time for a change in our union," said Berger. He has since filed another grievance under Article 23 of the NMFA because CF still hasn't paid him for benefits due on termination.

Pocono Teamsters are also looking to get the discharge case reheard. It would be an opportunity for Johnny Morris, the head of the Pennsylvania Conference and an accredited candidate for International VP, to show that reformers can receive justice in his back yard.

Safeway Profits Up

Safeway's sales rose 4.6% for the third quarter, and 4.4% for the year to date. Operating profit for the quarter was \$127.6 million, up 14.4% from last year. At the same time, Safeway is spending \$108.4 million on its division in Alberta, Canada. It is opening three new stores in Edmonton, St. Albert and Leduc, and is remodeling 18 stores throughout Alberta. This highly profitable company is apparently unwilling to share its good fortune with its employees, as some 900 workers represented by the UFCW are on strike against Safeway in Spokane, Wash.

Other sales figures: Kroger, up 8% for the third quarter, and up 7.7% for the first three quarters; Vons, up 2.5% for the quarter, and 2.4% through the third quarter.

CARHAUL NEWS

Carhaulers Prepare for National Contract

Carhaulers at this year's TDU Convention had the largest turnout and most extensive meeting in years. Next summer we face a situation in which our industry will be in recession and our contract may be forgotten or become a political football.

The TDU Carhaulers Coordinating Committee (CCC) meetings did not focus on our program, but more on strategy and leverage, so members can get the best and most enforceable contract during the IBT Convention and election campaign. Members agreed that only by increasing our right to strike over deadlocked grievances could we speed up the handling of grievances and stop the companies' abuse of the grievance procedure.

We had two major accomplishments in the 1988 contract. When we rejected the first proposal with the running-mile deal—which Walter Shea relayed to us straight from the employers—we did so without the support of many locals that had backed the members in the 1985 rejection. We knew from '85 that a strike in August would allow the selloff of inventory with no real pressure. Our response was to wait for a better offer. The requirement that cut rates be approved by all terminals involved has

slowed things down where enforced.

Of course, the companies have since moved to set up double-breasted operations with other criminal or spineless unions. So we've learned that we've got to build our union as airtight as possible.

In 1988 we also made a centerpiece of our program the demand that within our union the negotiating committees (and grievance panel chairpersons) at all levels should be elected by bargaining conferences of elected representatives of all terminals.

Although we did not win this demand formally, International vice president and presidential aspirant Walter Shea was removed after 20 years of negotiating contracts rejected by solid majorities of carhaulers. Although the succeeding administration has made some mistakes and lacks some needed power and resources, there have nonetheless been improvements. More cases have been taken to arbitration than ever before.

There has been more direct contact between the members and our leaders than ever before. This is progress we can build on. The more communication across our ranks and with our leaders the stronger and easier our contract fight in 1991 will be.

Dixie Shows Need for Tight National Contract

At a special grievance meeting held in Chicago with very little notice on Sept. 26, 1990, 116 long-time Teamster carhaulers heard bitter news. They had fought hard and alone against Norm Collins and Dixie Transport and its numerous subsidiaries in 1988. During their strike they had been threatened by the chairman of their own Southern Conference carhaul committee, Jerry Cook of Atlanta Local 528. But they had kept fighting and finally were told that although their pay would be low for a while they would continue to be part of the master agreement.

Steward Gene Marshall sent the following telegram to William McCarthy on July 20, 1988: "Dixie Auto Transport has refused to allow us to work under the extension of the NMATA since 7-11-88 while negotiations continued. The company tried forcing a substandard agreement on us and a second substandard agreement was turned down with 102-1 strike vote taken. Local 327 has applied for strike sanction on two occasions without success. Our people are united together and feel let down by our IBT. We plead and urge immediate action for either strike sanction or to be put back to work under the old contract until an agreement can be reached."

That Dixie drivers ever voted to accept their fate is a lie that should not be repeated. But this September they were told they could not follow the

work they had done since the Nissan plant opened, as Article 5 of the contract seemed to say. They were told they had not been part of the master agreement after all. It was a management lawyer who raised the point against them. That's important to remember, because already management is blaming the union to try and keep the fire of competition between members burning to divide us.

When seniority is at stake, especially in hard times like these, there is no magic answer for our union or for the members. Someone will be out of work for a while and it will hurt. Our contract tries to work out a fair way for us to decide who works.

We have lost provisions that protected jobs. We did not use to backhaul out of terminals where there were layoffs. That protection is now gone and there is the danger of underbidding each other in a free-for-all that management wins. Remember that when management tries to turn you against a fellow Teamster. It's not because they like you.

This screw up happened at a time of turmoil and transition. Presser had died. McCarthy had been appointed. Shea was moved out and Tusino moved in as carhaul negotiator. Carhaulers could easily face similar chaos this summer. We can prevail, but not if we sit by and watch. Organization, determination and unity will move us ahead. Nothing else.

QAT Challenge Will Be Met

Ryder System's Terry Russell has said that all new Ryder operations will be non-Teamster. This is now a fact at the new GM Saturn plant in Local 327's jurisdiction and at the new GM railhead at Lawrenceville, Ga. There they will both shuttle cars from the Doraville plant and deliver inbound freight from other GM plants.

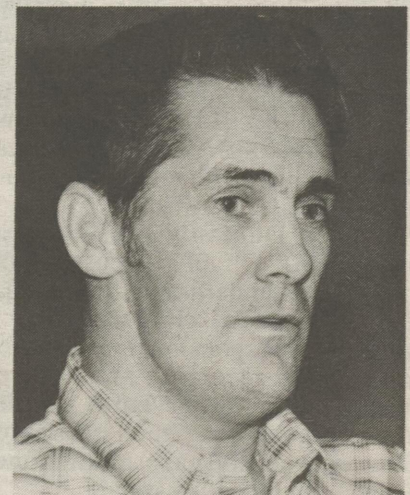
QAT, Saturn and Lawrenceville were major topics at our convention meetings. Many creative suggestions were made about how the buying public could learn that these drivers are leased from a company in Cleveland and "represented" by a bogus local in Chicago that is not affiliated with any union, just the mafia.

We agreed that before launching such a public education campaign, we would approach Ryder and GM to remind them that various contenders for power in this mob local were blowing up each other's cars (and each other) and that this did not bode well for the future quality of QAT's transport of GM cars.

Owner-Operator Meeting

Finally, owner-operators had a special meeting to discuss the progress in the continuing case of the 17 most tenacious Teamsters (and their wives) in the Ryder system: the lawsuit against a massive array of theft and deception by Ryder against these Teamsters. We also discussed the potential value of the recent Supreme Court decision in the *Mailin* case and any future efforts that may be needed

to stop its derailing by legislation (see article this page). Owner-operators are circulating a petition asking for a meeting with our carhaul national chairman, working owner-operators and informed BAs to establish the union's bargaining position for 1991.



Support Ron Carey

Gary Gregory
Local 135, CF
Indianapolis

We have a full slate of 22 delegates and eight alternates, and we support Ron Carey and his platform. The delegates that went to the last IBT Convention from Local 135 all voted to keep Jackie Presser and maintain the same leadership that has run this union into the ground. We're not going to let that happen this time.

Supreme Court Decision in Mailin Beneficial to Owner-Operators

It's interesting to see how fast management can react when they get a little setback. On June 21 Supreme Court Justice William Brennan wrote one of his last decisions before retiring. The *Mailin* decision was a rare one beneficial to unions, owner-operators and small business.

When trucking was deregulated in 1980, Congress continued to require that common carriers file their rates with the ICC and charge only those rates. This was to keep them from favoring certain shippers. The ICC went against this law, until the Supreme Court ruled that the secret negotiation and collection of rates lower than the filed rate is illegal.

This affects Teamsters two ways. First, our pension, welfare and back-pay claims against bankrupt companies often come from the collection of freight undercharges, which were \$20 million for Transcon alone.

There's a second benefit not mentioned in the IBT's lobbying on this matter. Management has long held that it can keep secret the rates and charges it negotiates with management and that owner-operators must take management's word as to what their percentage pay is based on. This

decision should give owner-operators, both union and non-union, some leverage to get fairer pay.

But during July the employers already had a bill before the House of Representatives (H.R. 3243) that would gut the Supreme Court decision. On Aug. 6, the legislative department prepared a letter from President William McCarthy opposing the bill. But it was not until late September that the union sent a TITAN message alerting locals that hearings would be held in less than a week on the bill.

Many locals did not pass the information on to the affected BAs. But Springfield, Ohio, Local 654 not only saw the TITAN, they contacted locals and members they knew would be concerned about the bill. Calls were made to the right House committee and the bill is on hold for now.

When labor loses a Supreme Court decision it seems like it's gone forever. But when management wins one, they've got the inside track to turn things back their way. That's why we need a union that informs and mobilizes its membership. Congratulations to those members, BAs and locals that turned the trick this time.

LOCAL UNION NEWS

Weldon, We Remember How You Sold Us Out

John Frith
Local 891, Roadway
Meridian, Miss.

"John Frith has been a working Teamster for 26 years and a member of five local unions in the Southern Conference during that period. He has been a road driver at Roadway Express since 1974. Following are excerpts from a letter Brother Frith wrote to IBT Secretary-Treasurer Weldon Mathis.

In South Carolina (at the Eastern Conference Convention), you urged local union officials to take away the rank and file members' recently won Right to Vote for our top International officers because you know that you cannot win in an honest election, and you sure cannot rig this one like you

did in Local 728 for 25 years.

You say the rank and file members are too stupid to vote for the officials?

So, Weldon, let us take a brief look at the leaders you and the vast majority of our spineless local union officials have elected for us in the last 26 years.

There was Jimmy Hoffa, as crooked as a barrel of snakes. However, he did build this union up and took care of the rank and file by negotiating good contracts and making sure that the members' contractual rights were policed and enforced. He was crooked, but he was the best damn president this union has ever had.

Then the federal people put Hoffa away in 1967, you people picked Frank

Fitzsimmons, and we have been going downhill ever since. When he kicked the bucket you people picked Roy L. Williams. Roy didn't have much time to do anything because the federal people were after him and he was playing sick to get sympathy. But at any rate, the federal people got rid of him.

Then you people picked Jackie Presser, the sorriest, most pitiful excuse for a man under the canopy of heaven. Just a few of his high points—"shiny wheels" operators pulling our work, double breasting, and working conditions that deteriorated to where Jimmy Hoffa wouldn't recognize them if he were alive. Plus he stole millions from our treasury and allowed you people to do the same.

Then you people picked William McCarthy. Now this dude not only doesn't know anything, he doesn't even suspect anything. So, Weldon, a lot of us older Teamsters have long memories about the times you people have sold us out and we will get even

next year.

In Local 891 we're putting together a slate of rank and file reform candidates for delegates to the International Convention. We will have our nominations meeting in January. This slate will be pledged to support Ron Carey and his ticket for International officers. They will also be pledged to support certain amendments to the constitution, which will prevent our union from ever falling into the hands of a bunch of ruthless thugs such as those who have dominated the IBT for the last 30 years.

Mississippi Local 891

We do not need, nor can we stand, for our local union officials to go to the convention as delegates and be a rubber stamp as they have done in the past. So I'm urging all members to support the rank and file reform slates of delegate candidates when it comes time to vote.

Chattanooga Dues Surcharge Defeated; Logan to Try Again

At a special union meeting on Oct. 14, the membership of Chattanooga, Tenn., Local 515 defeated a proposed dues surcharge by a vote of 196 to 140.

At the meeting, many union members got up to complain about the quality of union representation, and accused President Bobby Logan of only coming around when he was recruiting for DRIVE, running for re-election, or wanting to raise dues. Logan's response was to call them all liars, and to deny every complaint raised. The union hall was packed, with about 150 people standing

against the walls and outside because there weren't enough seats.

Local 515

The organizer of the opposition to the surcharge was TDuer Charlie Helton. Charlie organized several city drivers to leaflet different barns and companies within the local. They got out 750 flyers opposing the surcharge. The amount of the proposed surcharge was tied to the workers' wages, and would have raised dues of freight workers to more than \$40 per month.

Local 515 is indeed in financial trouble. According to a statement distributed by Logan before the meeting, the local lost 7,036 members during the 1980s, reducing revenues by nearly one-half. But union members are unwilling to pay the price for the leadership's failures, in particular when the local has failed to provide decent services and representation to the remaining membership. The surcharge vote provided the rank and file with an opportunity to express their dissatisfaction with the leadership.

But instead of hearing the message and trying to address some of the members' concerns, Logan immediately scheduled a second meeting in an attempt to get the surcharge approved. Helton, along with other members of Local 515, are gearing up again to vote the increase down.

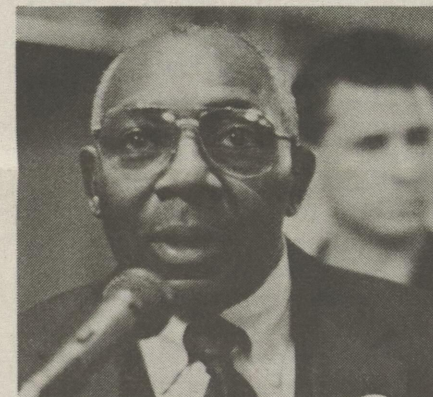
"If we don't do something soon, Logan is going to destroy this local," Helton said. "People are threatening to drop out if the dues increase goes through, and he's going to lose members at every company he represents. We'd pay whatever we had to to help the union out if it was representing people, but it's not."

All of this activism in the local has created the perfect atmosphere for rank and filers to run a delegate slate for the upcoming IBT Convention. Whether Logan wins or loses the second surcharge vote, the membership is planning to send a delegation of reformers to Orlando next year.

They're Running in Memphis

J.C. Thomas
Local 667, Roadway
Memphis, Tenn.

It's time we reached out to rank and file members in all crafts. It's time to unite and come together and work for a common cause. Our delegate slate will be announced very shortly and we want to thank all of those who have given of themselves to get this important campaign going. Our slate will stand for a Bill of Rights for rank and file members and for making elected officers more accountable to the membership. We strongly support Ron Carey and the other candidates on his reform slate for IBT office.



Building Membership Involvement in Local 560

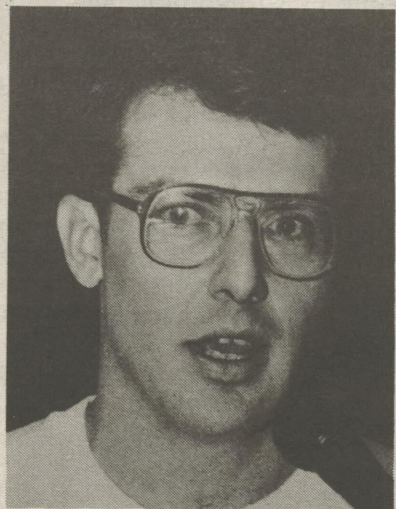
Upcoming negotiations and elections have spurred several moves by members of Union City, N.J., Local 560 to organize for increased membership involvement. A regular "think tank" meeting of the local's carhaul stewards with business agent Al Vallee allowed an exchange of information that maximized the stewards' and BA's effectiveness. Out of this leadership group and others, meetings were held to encourage participation by a broader section of members in the local's membership meetings and affairs. An organization was formed, "Teamsters for Teamsters—Working Together."

Other Local 560 officers found this activity threatening and moved against Vallee, who also carries a heavy load of manufacturing and warehousing shops and is the local's recording secretary. He was ordered not to travel to a grievance panel meeting where an important hearing was scheduled, but instead to appear

before the executive board to explain his political aspirations.

As steward at Leaseway Motorcar's Port Newark operation, Vallee had been appointed business agent by the trustee governing the local under the authority of a federal judge. When the trusteeship ended, Vallee was elected recording secretary and BA along with other members of the Teamsters for Liberty slate. But Vallee was more loyal to the members he represented than the TFL and its "primo leader" Mike Sciarra. His independence didn't fit the Provenzano-Sciarra model.

The Tuesday that the executive board moved on Vallee proved to be a turning point. One hundred and thirty-three members showed up at the union hall to protest the threat. A few weeks later more than 100 carhaulers attended a breakfast to discuss their upcoming contract negotiations. It's clear that Local 560 will not be a one-party state again.



Working Teamsters

Brad Yeakel
Local 773, ALPO
Allentown, Pa.

We formed a delegate committee to participate in the upcoming elections. Our election theme is "Working Teamsters," and the reason we chose it is because that's what we all have in common. That's what brings us together is solidarity. So on behalf of our slate, I'd like to invite other reform slates to call themselves "Working Teamsters," to help us bring this union back to its original purpose, which is to represent working Teamsters.

New Budget Priorities Needed

continued from page 1

we derive a savings of some \$12 million a year.

In the Southern and Western Conferences, which are financially separate from the International, additional millions can be made available for building our union by phasing out yet more luxurious pension plans. The Southern Conference of Teamsters (officers-only) Pension Plan, which recently paid a lump-sum of \$1 million to Joe Morgan Sr., provides at least a third pension for all officers and business agents in the Southern Conference. In the Western Conference, the largest single item in the conference budget is a third pension plan for all officers and BAs. This extra plan hogs 22 cents out of the 87-cent per capita, or over one-fourth of the membership income. Several joint councils and a number of locals have additional plans for officers only.

Air Force & Wall Street Lawyers

Not content with huge salaries and bloated multiple pensions as top priorities, our present leaders need some expensive toys to play with. So another top priority of our leadership is a private air force of luxury jets. In addition to employing pilots, mechanics and others, paying airport fees, hangers, fuel costs and more, we have some \$18 million in assets tied up in these toys. They are with the IBT and also the Southern, Western and Central conferences.

The air force is not practical transportation for our union. Commercial air travel is fast, efficient and incredibly less expensive. Again, we see the priorities of our top officers.

The jets are toys, but some millions go to more dangerous priorities. In 1989 the IBT's Consolidated Statement lists \$6.2 million paid to Wall Street attorneys in failed attempts to stifle our Right to Vote. Clearly, this is a top priority of our present leadership.

Strike Benefits & Organizing

We can see that bloated salaries, kids on the payroll, multiple pensions, million-dollar toys, and stifling our Right to Vote are top priorities of our leadership. Now let's consider activities that might actually build our union: out-of-work (strike) benefits, education and organizing.

The Defense Fund is a separate account at the International for the defense of our members and union, including payment of strike benefits. This fund should be the financial backbone for battling union busting, launching corporate campaigns, and backing strikes by our local unions.

In April 1989 the General Executive Board—R.V. Durham, Weldon Mathis, Walter Shea, Dan Ligurotis and the rest—looted our Defense Fund by transferring \$34 million out of it, and into the General Fund. The General Fund pays for—you guessed it—their salaries, pensions, relatives, jet planes, etc.

There was \$4.3 million paid out in 1989 for strike benefits, a tiny fraction

of what was spent on luxury perks for a few rich men. That was the only use of our Defense Fund.

Let's look at education. Our *International Teamster* magazine cost \$6.1 million in 1989. This huge sum could provide valuable communications and publications from our International to our members and local unions, rather than the nearly useless magazine that few members bother to read. The International union also spent \$1.3 million on public relations, mostly to benefit the top officials. Again, their priorities come through clearly in an analysis of their budget.

To grow, we have to organize. In 1989, the IBT's LM-2 financial report lists \$4 million on organizing, and \$6 million on six general organizers, for a total of \$1 million. Our total IBT organizing budget was barely more than a bonus handed out to the estate of Jackie Presser in the same year. This statement speaks loudly about the priorities of our present leadership.

Remember, these priorities are shared by the entire General Executive Board. There is no disagreement between Shea and Durham, or among Ligurotis, Mathis, Arnie Weinmeister, Jack Cox, or the rest. They are squabbling, not over priorities, but over who gets the biggest goodies.

New Priorities & New Direction

By making the cuts indicated here and eliminating waste and greed, a careful analysis of the IBT budget reveals that it will be relatively easy to promptly reallocate \$20 million per year, with more available in the future as the luxurious pension plans are phased down. In addition, the \$6 million per year paid for the *Teamster* magazine can be utilized for quite different and valuable publications. Funds spent on assistance to affiliates can be continued but put to better use.

The philosophy behind a new budget is to strengthen our union in a new era of employer resistance. The strategy will be to work with the local unions and the membership, building our union strong at the base. Local unions, as well as stewards and active

members, will come to see the International as a real resource. The IBT's resources will be realigned to emphasize organizing, education and coordination, and aid in bargaining and combatting union busting.

Organizing

Approximately \$10 million per year can put into the field a corps of 100 professional, top-quality organizers. These will include our best members and also experienced professionals. This will not be for one-shot programs like President William McCarthy's Overnite drive. Nor will it involve hiring everyone's kids (Roy Williams' son-in-law and Mathis' son are "organizing" Overnite). The local unions should be the command posts in the organizing department. Organizing efforts will be locally based, but nationally supported. Most of our industries aren't shrinking or dying. Corporations cannot import trucking or warehousing from low-wage countries. We need a positive program, a bold leadership, and an attitude that places organizing first.

Education & Communication

The strength of our union depends upon educating, exciting and uniting our locals and members. The IBT magazine should be completely revamped as a genuine union publication, an educational tool and center of union discussion. Posed pictures of officers should give way to columns on the legal rights of stewards, on successful corporate campaign tactics, on how to win without striking.

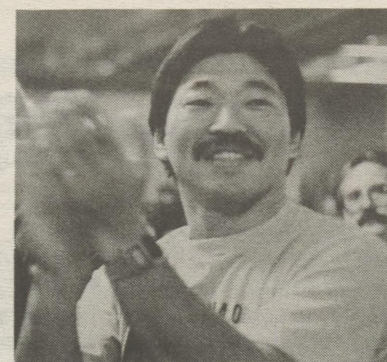
The International's departments—Legal, Education, Research—should become real service centers for our local unions. At present, most locals get little or nothing from the International. Educational programs and materials should be developed in conjunction with locals and tailored to meet the needs of all our crafts. These programs will educate our local officers, stewards and members. They will draw more of them into active involvement, break down isolation, and set a new level of competence within our union.

Bargaining & Strengthening Locals

In facing the 1990s employer, likely a multi-national corporation itching for a "union-free environment," our local unions are generally left to fend for themselves by the International. National contracts cover some 400,000 Teamsters, but over one million are covered by local contracts.

Our International needs to strengthen those national contracts and involve the locals and members. We need to develop new coordinated bargaining strategies in many more fields. Giant Teamster employers in warehousing such as Kroger, Safeway, Fleming and SuperValu have broken down conditions and wages because locals are left on their own.

We need to aid local unions in local bargaining. We need resources from the IBT at the disposal of our locals and members. And we need to at least



PROUD Teamster Reform Slate

Bob Hasegawa
Local 174, UPS
Seattle

Theoretically, our union is a democratic organization because it is set up to be controlled by its members through the IBT Convention, the highest governing body of our union. A flaw in the process was that, up until we won the Right to Vote, delegates to the convention were primarily local union officials who were under the thumb of their superiors in the bureaucracy to vote "correctly." Now that all delegates must be elected by the rank and file, our union has a chance to become that great democratic organization we all hope it can be. But this is only possible if we do not lock ourselves out of the process of democracy by failing to participate. Now is the time to stand up and be counted as proud Teamsters for democratic reform.

double the out-of-work benefits. We need a leadership that takes union-busting by corporations and union-building by locals seriously. A leadership that is on the front lines with research for locals, with funds to back up campaigns, with hands-on help.

Last year we witnessed the victory of the United Mine Workers over Pittston Coal. This corporation tried to break out of a national pattern contract, a problem we have seen in our union. The union emerged victorious, because the International did not abandon the locals and members to fight alone. It invested money and resources. It helped to lead community and church support, and to lead non-violent civil disobedience.

It will be a great day when our International officers are arrested, not for hiring ghost employees or scamming our welfare funds, but for sitting down in the highway arm-in-arm with strikers, to emerge proud and victorious.

That is what the struggle in our union is about. That is what the delegate elections are about. They are not about who gets a trip to Disney World, or whether Ron Carey or R.V. Durham gets to sit in the big chair at the Marble Palace. These elections are about the future of our union.

Note: Budget figures are derived from the IBT's LM-2 financial reports, consolidated annual reports, documents obtained from the IBT through litigation, and from FAA filings. For a more detailed version of this report, write the TDU national office. Free to TDU members, others please include a donation.



The Convoy Rank & File Slate is running for delegate in Baltimore Local 355's fall election. Members of the slate include (from left): James L. Withrow, Charley Johns, Joe Rockstroh, Butch Hurd, Kelvet Talley and Joseph Meyers (alternate). Not pictured are Keith Biddle and Cliff Brooks (alternate).

LETTERS FROM OUR MEMBERS

We Can't Expect Overnight Results Overnight

I was very excited to see that the International has decided to organize Overnite. What an original idea! Now we should see some results. The International Brotherhood of Teamsters has the capacity to launch a sincere organizing effort. Imagine having the money and resources to be able to do what has to be done to create an interest and awareness within the unorganized segment of the trucking industry. Millions of dollars; a very high-paid staff; state-of-the-art communications; control of an industry that could lock up the country in a matter of days; and exploited workers who are watching their wages and lifestyle erode while the industries they supply prosper.

Whew! Oughta be able to do something with that combination. I bet they'll establish an 800 phone bank, and hire a trained public relations staff to answer questions that anyone would have concerning union benefits or their rights to organize. Next they'll probably take out some ads in trucker-oriented publications and pamphlets. I'll bet they'll even lease billboard space in areas with heavy truck traffic. Yep, I'll bet this is what they're going to use to develop interest and community support by revealing some of the goals of the union such as ... ???! Just what are the goals of the union?

I'll bet many Teamster members would have a hard time answering that one. Healthier, less stressful work environments; a fair standard of living; access to medical treatment for our families; shorter workweeks and a dignified retirement, to name just a few. We have to do more, however, than just promise. We have to explain how we plan, with their help, to accomplish these goals. They're attainable, but it's going to take some effort.

We have the goals; we have the potential to attain them; we know that it's going to take effort. What's missing?

Leadership. We have to elect the leaders who will take this tremendous potential and use it to better the lives of our members. So when it's time to cast your vote for delegates, think about the rewards of voting for the people who will use the potential of our union for the good of the members.

Dominic Buscemi
Local 773, Preston
Allentown, Pa.

No Time for Apathy; Get Involved

To strike or not to strike? This seemingly simple economic question has taken on much complexity for today's unionists. We are now faced with many new laws and attitudes

that are blatantly anti-union, making it much more difficult to sustain an effective strike against an unfair employer. The most insidious change is the increasing use of strike-breakers as permanent replacements for striking workers. The quest for economic justice has taken on desperate overtones as more employers resort to this unethical practice.

Other problems face negotiators on both sides of the bargaining table. The current state of the U.S. budget and trade deficits cast a shadow over all contract talks. Health-care inflation also clouds the future and stalemates negotiations.

The lack of responsible leadership in government, corporate and union bodies has left the American worker in limbo. The failure of leadership has allowed America's traditional strengths of fairness and equality to become unbalanced by greed and domination. Consequently, Americans have become frustrated and apathetic.

What is necessary to correct our national dilemma is for Americans to become involved.

Workers need to involve themselves in their labor organizations and not just pay dues. Unionists must attend meetings and support representatives who pledge to end corrupt practices and improve benefits for the membership.

When total authority is delegated to representatives, then the organization becomes removed from the needs of its members. The inequalities and injustices of our society can only be resolved when the membership actively seeks solutions. If we do not become part of the solution, we remain part of the problem.

Patrick J. Finelli
Local 773, Ashland Chemical Co.
Bethlehem, Pa.

Put the Team Back in Teamster

You and a few others at work see a practice that management is trying to force on the workers. After checking the contract, it seems a violation. So the group goes to the shop steward, and you all agree that it is a violation. The shop steward goes to management and gets the usual response, the practice will stand. The steward has the affected group gather documentation of the new practice and prepares a grievance. The business agent takes the grievance, and in a few days contacts the steward with the determination that the grievance would not be won because so-and-so on a certain grievance panel would not go along with it. So-and-so is on the panel as a union representative, so the grievance would definitely lose.

Does this sound familiar? Bet your sweet ___ it does! It is played back in many variations, such as so-and-so voted down a union protest, or so-and-so suggested it be referred to the parties.

What has happened to the grievance machinery? For one thing, the union wins less and less. But it is important to remember, when the panel finds in favor of the company, it took a union representative to make this finding. It is our own representatives who award any grievance to the company.

How does this happen? As elected local officials become power hungry, they try to get elected to other positions on joint councils and area conferences by other officials, not the membership. In order to gain the favor of those officials who will be supporting them, deals are made, favors are exchanged, and those who are honest, dedicated unionists often lose out. Sometimes old grudges or personality dislikes are exercised, which all boils down to the grievance that is lost, perhaps simply because one panel member doesn't like the BA who presented it and wants to make him look bad in front of his men. The tragedy is that the only ones who suffer are the rank and file.

The need to put a real team effort into the union is all around us. The problem that exists is the present leadership only talks about it, they have made no real efforts to end these practices, which only defeat our unity in the place it really counts, the workplace.

Let's start the change in '91 with a clear message—new International leaders who care about the rank and file. This is the only way that we can achieve our goals and keep our union strong.

John G. Platt
Local 150, CF
Sacramento, Calif.

Good Pensions Help Organizing

I would like to get 30-years-and-out and at least \$2,000 a month in pension benefits in our next contract. The Teamster officials should look at this as a way to entice younger people into the Teamsters and others to get organized and join.

Kurt Lewis
Local 287, PMT
Fremont, Calif.

Not a Funny Joke

I work for UPS as a package car driver. I witnessed a hit and run accident while delivering one day. Later that day I told the people I had seen who hit their truck and gave them all the information.

The next morning I told my center manager about this. He got mad and told me it was not company policy for me to stop and tell the people who hit their truck. He also said it was none of my business and that I was cutting in on his time.

I just want to let people know what a joke UPS management is.

David Lichtefeld
Local 89, UPS
Louisville, Ky.

Upgrade NMFA

We must focus on upgrading all contracts, especially the National Master Freight Agreement—do away with multi-tier wage scales, upgrade pension and health and welfare benefits, build a real grievance procedure, and have a real organizing strategy and campaign.

Edward Ozga Jr.
Local 807, United Resin
Brooklyn, N.Y.

TDU Meets

ATLANTA

Sunday, Dec. 2—7:30 p.m.
College Park Fire Dept.
Sullivan Road, College Park, Ga.
Guest speaker:
Martha Gruelle, pension specialist
Also, Covered Dish Dinner

CHAMPAIGN, ILL.

Sunday, Dec. 2—9 a.m. to noon
Prairie Cafe
I-74 and Lincoln, south side of freeway

EAST BAY

Saturday, Dec. 8—10 a.m.
For more information: (415) 653-3865

INDIANAPOLIS

Saturday, Dec. 1—9:30 a.m.
Waterfront Plaza Hotel
2930 Waterfront Parkway West
Off I-465, Speedway exit

JANESVILLE, WIS.

Sunday, Dec. 2—2 p.m.
Janesville Motor Lodge

LEHIGH VALLEY

Sunday, Dec. 2—11 a.m.
UAW Hall, 2101 Mack Blvd.
Allentown, Pa.

MEMPHIS

Tuesday, Dec. 4—7 p.m.
Elvis Presley Blvd. & Winchester Rd.

NEW BRUNSWICK, N.J.

Delegate Training Workshop
Sunday, Dec. 9
For more information: (718) 852-9230

NEW YORK CITY

Delegate Training Workshop
Saturday, Dec. 8
For more information: (718) 852-9230

PHILADELPHIA

Delegate Training Workshop
Guest speaker:
Ken Paff, TDU national organizer
Sunday, Dec. 2—1:30 p.m.
Wyndham Franklin Plaza Hotel
17th and Vine St.

SAN FRANCISCO

Saturday, Dec. 8
10 a.m. to noon
Potrero Hill Neighborhood House
953 DeHaro St. at Southern Hts. Ave.

SEATTLE

Saturday, Dec. 8—9:30 to 11:30 a.m.
The Mountaineers
Pruzik Room
300 3rd Ave., West

SOUTHERN CALIFORNIA

Sunday, Dec. 2—10 a.m. to noon
Covina Bowl
1060 W. San Bernardino Rd.
1 block west of Azusa Ave.
Covina, Calif.

ST. LOUIS

Sunday, Dec. 16—Noon
AMVETS Post #88
8449 N. Broadway

TWIN CITIES

Sunday, Dec. 2
For more information: (313) 842-2600

Where Does Your Dues Money Go?

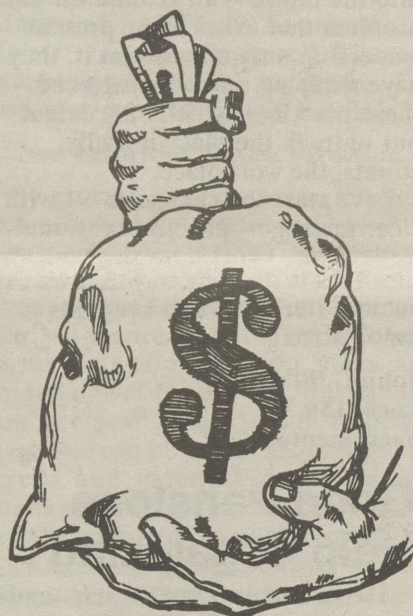
Figures taken from 1989 International Brotherhood of Teamsters financial reports filed with the Department of Labor.
Total 1989 income was \$90 million.

\$45.6 million to benefit Teamster officials:

\$2.1 million: personal legal bills of IBT officers
\$8.9 million: Wall Street attorneys paid to try to stifle our new Right to Vote
\$13.1 million: Multiple, luxury pension plans for officers only
\$21.5 million: IBT officers' bloated salaries, some of which go to convicted criminals

\$5.3 million to build our union:

\$1 million: organizing
\$4.3 million: out-of-work benefits



These priorities are fully supported by R. V. Durham, Weldon Mathis, Walter Shea, Dan Ligurotis and the rest of the General Executive Board.

BUT YOU CAN CHANGE THESE PRIORITIES!

- You now have the Right to Vote for all IBT Convention delegates from your local union, who have the power to rewrite these priorities. Delegates committed to change are running in most local unions: to cap the salaries; end the multiple, bloated pensions; sell the luxury jets; end the nepotism, and hire professionals and dedicated leaders instead. These delegates will vote to write these changes into our IBT Constitution.
- These same delegates are committed to support the Ron Carey Leadership Team, which represents dynamic new leadership for our union.
- Your vote on delegates can turn those wasted resources to positive, union-building, pro-Teamster purposes.

Are These the Right Priorities for Our Union's Budget?

- ✓ Just one of the luxury pension plans paid Jackie Presser's estate \$534,000 in 1989, a year after he died.
- ✓ Over \$1 million per year goes to 12 "auditors," not one of whom is a CPA, but four of whom are the sons of IBT officials.
- ✓ \$4.3 million goes to 57 International Representatives, 38 of whom draw additional (multiple) full-time salaries from our union, while most of the rest are relatives and cronies.
- ✓ \$18 million in assets are tied up in luxury aircraft, toys for the top officials.
- ✓ \$34 million was looted from our Defense Fund (for strikes, etc.) in April of 1989 and transferred to the General Fund, which pays for the fancy salaries, condos, jet planes and luxury pension plans.

For a detailed booklet on the IBT budget, call or write the TDU office.
Free to TDU members, others please include donation.